

AGN. NO. _____

MOTION BY SUPERVISOR MICHAEL D. ANTONOVICH
AND SUPERVISOR GLORIA MOLINA

JANUARY 7, 2014

CAREER DEVELOPMENT INTERNSHIP PROGRAM

The Board of Supervisors has long identified the development of career opportunities for transition-age youth exiting the County foster care system as a critical issue. In 1994, the Board of Supervisors unanimously adopted a motion instructing each County Department to establish a goal of 5% of all entry-level hiring to be allocated for youth emancipating from foster care; and in 2001, the Board of Supervisors unanimously adopted a motion instructing County Department Heads to examine and promote entry-level or career-based opportunities for emancipating foster youth. Currently, four departments employ 15 Career Development Interns. With the lifting of the County's hiring freeze, this number can and should be significantly increased.

In recent years, with increased unemployment rates, career opportunities transition age youth by the County have been particularly limited. As a large provider of entry-level employment, the County has the opportunity and ability to assist these youth to become economically self-sufficient through a number of programs.

One such program designed to assist at-risk youth is the Career Development Internship program. The Career Development Internship program provides structured on-the-job training and employment for transition age youth. It provides them the opportunity and skills to successfully transition to full-time employment at the County of Los Angeles in a broad range of entry-level positions.

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MOTION

MOLINA _____

RIDLEY-THOMAS _____

YAROSLAVSKY _____

ANTONOVICH _____

KNABE _____

WE, THEREFORE, MOVE that the Board of Supervisors direct:

- 1) all Department Heads to identify and fill at least one budgeted, vacant position that may be practicably filled with a Career Development Intern within the current 2013-14 Fiscal Year;
- 2) the Chief Executive Officer to provide funding and budget authority to each County Department that currently has no budgeted Career Development Intern positions in the 2014-15 Fiscal Year budget; and
- 3) the Director of Personnel in consultation with the Department of Children and Family Services to produce and distribute guidelines for departments to use in order to orient and train incoming Career Development Interns who are entering the workplace, and report back within 120 days.

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